

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy, assistant, departmental and institutional head of the Civil City of Fort Wayne, Indiana for the year 1982.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have assigned to each employee of the Civil City of Fort Wayne a Labor Grade in accordance with the principles of the City Classification System originally established by Ordinance No. S-34-73 and subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees; and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and effects of competitive pressures, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable and provide an incentive for persons to seek and hold employment with the City of Fort Wayne, and

WHEREAS, the funds for such salaries are to be provided from the 1982 City Budget and other sources as may be specified by the Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne, Indiana shall be classified by the departments, titles and labor grades herein designated, and that no change shall be made in any labor grade without the specific approval of the Common Council.

SECTION 2. That the following scale of Maximum Salaries is hereby fixed and authorized as a ceiling for approved labor grades. This maximum will not be exceeded, except for approved shift differentials, overtime pay, and bonuses or technical skill pay specifically enumerated in this ordinance or in an amendment to this ordinance or collective bargaining agreement approved by the Common Council:

<u>LABOR GRADE</u>	<u>MAXIMUM SALARY</u>
1	\$10,000
2	11,250
3	12,500
4	13,750
5	15,000
6	16,250
7	17,500
8	18,750
9	20,000
10	21,250
11	22,500
12	23,750
13	25,000
14	26,250
15	27,500
16	28,750
17	30,000
18	31,250
19	32,500

This scale is an attempt to reinstate an orderly, consistent and competitive pay policy and is based upon the application of results of a salary survey conducted in June, 1981 and a formula which generates a linear progression of maximum salaries. It is not designed to indicate actual salary increases programmed for 1982. These actual increases will result from a general distribution of funds available and as the result of Collective Bargaining agreements arrived at and approved by Common Council.

SECTION 3. The following is a complete and true listing of all City positions by Department, Position Title and Labor Grade. It includes some positions created by the City and Approved by the Common Council subse-

quent to the 1981 Salary Ordinance; Proposed new positions resulting from reallocation of duties or consolidation of duties, and positions regraded in accordance with the City's Official Salary Policy and Position Evaluation System:

MAYOR'S OFFICE (610)

<u>LABOR GRADE</u>	<u>TITLE</u>
UC \$32,000	Mayor
17	Administrative Assistant
16	Executive Assistant
7	Executive Secretary
6	Receptionist A

CONTROLLER'S OFFICE (620)

<u>LABOR GRADE</u>	<u>TITLE</u>
19	Controller
17	Deputy Controller
15	Administrator, Fed. Funds
15	Internal Auditor
13	Financial Accountant
9	Barrett Law Accountant
8	Accountant/Bank Reconciliation
7	Bookkeeping-Data Entry
7	Executive Secretary
6	Accounting Clerk
UC \$20,000	City Council Attorney
UC \$8,000	Councilman

ECONOMIC DEVELOPMENT (630)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Director
15	Assistant Director

14	Development Services Specialist
14	Finance Specialist
14	Business Planning Specialist
5	Executive Secretary B

METRO HUMAN RELATIONS COMMISSION (640)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Executive Director
14	Depty Dir./Investigative
14	Deputy Dir./Administrative
14	Staff Attorney
10	Human Relations Representative
9	Intake/Investigator
6	Secretary A
5	Secretary B
3	Commission Clerk

CITY CLERK (650)

<u>LABOR GRADE</u>	<u>TITLE</u>
10	Chief Deputy City Clerk
6	Personnel Supervisor
5	Executive Secretary B
4	Secretary C
3	Clerk/Typist
3	Teller
UC \$23,000	City Clerk

BOARD OF WORKS (660)

<u>LABOR GRADE</u>	<u>TITLE</u>
19	Chairman
18	Member of Board

13	Clerk to Board
6	Accounting Clerk
6	Executive Secretary A
5	Secretary B

PUBLIC AFFAIRS (675)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Citizen's Advocate
13	Director/Citizen Participation
9	Administrative Assistant
7	Assistant Citizen Advocate
3	Clerk Typist

COMMUNITY DEVELOPMENT & PLANNING (680)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Director Community Development
17	Director of Planning
16	Senior Planner
14	Associate Planner
13	Economist I
12	Assistant Planner
12	Land Use Administrator
12	Zoning Enforcement Administrator
10	Assistant Zoning Enforcement Officer
6	Secretary A
5	Secretary B

STREET ENGINEERING (690)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Street Engineer
14	Project Engineer
13	Land Acquisition Agent
6	Secretary A

BOARD OF PUBLIC SAFETY (700)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Coordinator of Public Safety
19	EEO & Affirmative Action Officer
UC \$7,000	Chairman, Board of Safety
UC \$4,200	Member of Board

POLICE CIVILIANS (709)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Legal Advisor
14	Chemist
13	Records Supervisor
10	Supt. Police Garage
9	Darkroom/Technician
9	Records Bureau Technician
8	Mechanic
5	Executive Secretary B
5	Mechanic's Helper
5	Secretary B
4	Clerk/Typist/Computer Input Technician

POLICE DEPARTMENT (710)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Chief of Police
16	Assistant Chief of Police
15	Deputy Chief
13	Captain
12	Lieutenant
11	First Master Sergeant
11	Sergeant
10	Patrolman
10	Probationary Patrolman
3	Recruit

FIRE DEPARTMENT (730)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Fire Chief
16	Deputy Chief
15	Assistant Chief
13	District Chief
12	Platoon Captain
11	Captain
11	Lieutenant
10	Firefighter
10	Firefighter/Probationary

FIRE CIVILIANS (731)

<u>LABOR GRADE</u>	<u>TITLE</u>
8	Mechanic
6	Executive Secretary A
5	Mechanic's Helper
5	Secretary B
4	Secretary C/Receptionist

CIVIL DEFENSE (740)

<u>LABOR GRADE</u>	<u>TITLE</u>
14	Civil Defense Director

WEIGHTS & MEASURES (750)

<u>LABOR GRADE</u>	<u>TITLE</u>
12	Inspector
6	Assistant Inspector
4	Receptionist - Secretary C

COMMUNICATIONS (760)

<u>LABOR GRADE</u>	<u>TITLE</u>
15	Director of Communications
13	Assistant Director
13	Supervisor of Dispatchers
13	Supervisor of Technicians
12	Technician I
11	Technician II
9	Dispatcher
9	Probationary Dispatcher
5	Executive Secretary B

E.M.S. (835)

<u>LABOR GRADE</u>	<u>TITLE</u>
14	Director
13	Assistant Director
10	Emergency Medical Technician/ALS
10	Shift Supervisor
8	Mechanic
9	Emergency Medical Technician/BLS
5	Secretary

AVIATION (840)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Airport Manager
13	Assistant Airport Manager, Operations
13	Assistant Manager/Office & Finance
13	Chief Crash Firefighter/Police
13	Senior Electrician
12	Captain Crash Firefighter/Police
12	Senior Mechanic
12	Senior Roads & Grounds Foreman

12	Superintendent, Water Plant
10	Assistant Roads & Grounds Foreman
10	Lieutenant Crash Firefighter/Police
9	Firefighter/Police Officer
8	Carpenter
8	Senior Equipment Operator
7	Chief Custodian
7	Executive Secretary
7	Senior Laborer
6	Equipment Operator
6	Secretary A
4	Junior Equipment Operator
4	Terminal Police
3	Custodian

TRAFFIC ENGINEERING (770)

LABOR GRADETITLE

16	Traffic Engineer
14	Assistant Traffic Engineer, Signal
14	Project Engineer
14	Signal Supvr. Jr. Engineer
13	Sign & Marking Supvr.
13	Signal Foremen
11	Signal Electrician
10	Engineering Technician
10	Signal Apprentice
9	Data Processing Technician
7	Painter First Class
6	Secretary A
5	Secretary B
3	Clerk Typist

DEPARTMENT OF LAW (790)

LABOR GRADETITLE

UC \$23,500	City Attorney
UC \$22,000	Special Counsel to Mayor
UC \$13,500	Associate City Attorney
7	Legal Secretary

HUMANE COMMISSION (810)

LABOR GRADETITLE

13	Executive Director
9	Special Humane Ofc/Dir of Operations
9	Complaint Officer
8	Animal Technician
8	Humane Officer
7	Utility Person/Bookkeeper
4	Animal Care Specialist
3	Clerk Dispatcher

PARK DEPARTMENT (850)

LABOR GRADETITLE

18	Director of Parks & Recreation
16	Supt. of Parks
16	Supt. of Recreation
16	Supt. Zoo & Veldt
15	Business Manager
11	Supervisor A
10	Supervisor B
9	Supervisor C
9	Working Leader
9	Zoo Curator & Education Specialist
9	Office Manager
9	Public Information Officer
8	Park Security Officer

8	Carpenter
8	Draftsperson
8	Electrician
8	Fleet Mechanic
8	Supervisor Recreation Centers
8	Floriculturist
8	Grounds Maintenance
8	Heavy Equipment Operator
8	High Ranger Operator
8	Landscape Working Leader
8	Mason/Carpenter
8	Painter A
8	Park Person A
8	Plumber A
8	Small Motor Mechanic
8	Stockroom Person
8	Welder
8	Zoo Attendant
7	Construction
7	Gardener
7	Painter B
7	Plumber B
7	Recreation Stock Person
7	Special Equipment Operator
6	Ball Diamond Person
6	Garbage Truck Operator
6	Grounds Equipment Operator
6	Grounds Maintenance B
6	Park Person C
6	Relief Person
5	Gardener Helper

5	Park Helper
5	Secretary B/Bookkeeper
5	Tree Crew Helper
UC \$18,564	Golf Pro/Greens Keeper
UC \$8,782	Golf Pro

REDEVELOPMENT (870)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Executive Director
17	Deputy Director
13	Administrative Aide/Relocation Specialist
11	Project Technician
7	Executive Secretary

PARKING ADMINISTRATION (891)

<u>LABOR GRADE</u>	<u>TITLE</u>
13	Parking Administrator
9	Parking Control Ofc I
8	Parking Control Ofc II
8	Working Leader
5	Secretary B/Bookkeeper
4	Parking Control Ofc II
3	Utility Person
2	Attendant

SECTION 4. In order to effect the reduction of ranking personnel in the Fort Wayne Police Department to 75 persons and to do so without disruption to the Police Department and within the limitations set by the laws of the State of Indiana, there shall be no promotions from Patrolman to Sergeant. In addition there shall be no net increase in the total number of command personnel holding the rank of Lieutenant and above. A report shall be made to the Common Council on or before September 15, 1981, by the Coordinator of Public Safety, detailing the process to be used in reducing the numbers of persons assigned rank in the Police Department. Thereafter, the Coordinator of Public Safety shall file a brief report on the first Tuesday of each month describing to the Common Council the progress of the reduction process.

SECTION 5. The following additions and modifications, developed through the Collective Bargaining Process, are hereby approved and thus modify the Basic Salary Ordinance:

a. Patrolmen in the Police Department, hired after January 1981, shall receive an annual base pay as follows:

- (1) For the first year (365 days), the patrolmen's base pay shall be Eighty Percent (80%) of the base pay of a first class patrolman;

- (2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;
 - (3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.
- b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:
- (1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.
 - (2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.
 - (3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then only upon obtaining a four year baccalaureate degree in law enforcement.
- The maximum that any officer can receive under this section shall be the sum of nine hundred and 00/100 dollars (\$900) yearly bonus.
- c. Any off-duty officer who is required to attend, by supoena and does so attend court for a criminal matter or a civil matter related to his or her law enforcement duties shall receive, for each hour that he or she is required to be in court and actually is in court, one and one-half times his or her normal hourly rate computed on his or her base

annual rate only. In addition thereto, each off-duty officer who is required to attend, by subpoena, and does so attend court for a criminal or civil matter related to his or her law enforcement duties, shall receive one hour of straight time pay (computed on the annual base only) for each such court appearance.

- d. Each officer shall receive five hundred dollars (\$500) per year as a uniform allowance.
- e. Shift payments will be made to Police Officers as follows:
 - (1) Officers who were officers as of January 1, 1981, and who are assigned to "B" shift or any shift beginning between 12 noon and 3 p.m., shall have added to their regular earnings seven hundred dollars (\$700) for such pay period.
 - (2) Officers who were hired as of January 1, 1981, and were assigned to "C" shift or any shift beginning between 9 p.m. and 12 midnight, shall have added to their regular determined earnings one thousand four hundred dollars (\$1,400) annually for such time as they regularly work such shift.
 - (3) Officers hired after January 1, 1981, shall not receive the shift payments referred to above for the first three years of their service.
- e. Police Bonus and Incentive payments referred to in this section or elsewhere are not to be construed in any manner as additions to the base salary of any officer within the meaning of Burns Indiana Statutes Annotated Section 48-6403. Only the actual base rate established by Collective Bargaining agreement and approved by the Common Council for the First Class Patrolmen shall be included in that rate.
- f. A one thousand dollar (\$1,000) bonus will be given to each commissioned employee of the Fort Wayne Fire Department who

has 25 or more years of service, unless it would be determined that such bonus constitutes a part of the base rate of Fire-fighter for Pension purposes.

- h. Firefighters covered by Indiana Burns Statutes 37 and 77 who are permanent, paid employees wherever assigned to duty outside the Fire Department will receive a shift bonus of thirty-five cents per hour (35¢) for all hours worked on shifts beginning between 12 noon and 12 midnight.
- i. Five hundred dollars (\$500) technical pay for the following Fire Classifications is also authorized:
 - (1) No more than twenty (20) divers
 - (2) Three (3) Signal Department Journeymen Electricians
 - (3) Two (2) Certified E.M.T. Instructors
- j. Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as the salaries do not exceed the table of maximum salaries authorized in Section 2, above.
- k. To permit the completion of union negotiations, the Common Council agrees to accept up the maximum salaries listed. However, the Common Council shall review the salaries in this ordinance after the union negotiations are complete in order to set a specific salary for each title for the year 1982, adjusting salaries where necessary.
- l. Police and Fire agreements achieved through Collective Bargaining will, in any event, as same relate to salaries, be submitted to Common Council for review and approval prior to implementation.

SECTION 6. From and after the first day of January 1982, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City of Fort Wayne, Indiana will be paid according to this, the above and the following provisions of this ordinance, subject to budgetary limitations or future changes or amendments enacted by the Common Council necessitated by Home Rule Legislation or otherwise.

SECTION 7. No person employed by the City or City Utilities shall make a higher salary than that of the Mayor of Fort Wayne.

SECTION 8. That all Departments subject to this ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provision of this ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without such invalid section, clause, paragraph, part or provision, and the remaining parts of the ordinance will remain in effect.

SECTION 10. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Vivian A. Schmidt

COUNCILMAN

APPROVED AS TO FORM AND
LEGALITY July 10, 1981

Bruce O. Boxberger, City Attorney

1 BILL NO. A-81-07-05

2 SPECIAL ORDINANCE S-_____

3 AN ORDINANCE fixing the salaries of each and every
4 appointed officer, employee, deputy, assistant,
5 departmental and institutional head of the Civil City
6 of Fort Wayne, Indiana for the year 1982.

7 WHEREAS, the Mayor and the Common Council of the City of Fort Wayne,
8 Indiana, have assigned to each employee of the Civil City of Fort Wayne a
9 Labor Grade in accordance with the principles of the City Classification
10 System originally established by Ordinance No. S-34-73 and subsequently
11 modified and improved, which grades should accurately reflect the duties
12 and responsibilities of said employees; and

13 WHEREAS, the Mayor of the City of Fort Wayne has recommended a maxi-
14 mum salary level for each labor grade in a systematic way, reflecting
15 sound compensation planning and effects of competitive pressures, and

16 WHEREAS, the Common Council must assure that salaries reflect the
17 duties and responsibilities assigned to each employee, and to be certain
18 that such salaries are fair and equitable and provide an incentive for
19 persons to seek and hold employment with the City of Fort Wayne, and

20 WHEREAS, the funds for such salaries are to be provided from the 1982
21 City Budget and other sources as may be specified by the Common Council.

22 NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF
23 FORT WAYNE, INDIANA:

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25 Indiana shall be classified by the departments, titles and labor grades
26 herein designated, and that no change shall be made in any labor grade
27 without the specific approval of the Common Council.

28 SECTION 2. That the following scale of Maximum Salaries is hereby
29 fixed and authorized as a ceiling for approved labor grades. This maximum
30 will not be exceeded, except for approved shift differentials, overtime
31 pay, and bonuses or technical skill pay specifically enumerated in this
32 ordinance or in an amendment to this ordinance or collective bargaining
agreement approved by the Common Council:

<u>LABOR GRADE</u>	<u>MAXIMUM SALARY</u>
1	\$10,000
2	11,250
3	12,500
4	13,750
5	15,000
6	16,250
7	17,500
8	18,750
9	20,000
10	21,250
11	22,500
12	23,750
13	25,000
14	26,250
15	27,500
16	28,750
17	30,000
18	31,250
19	32,500

This scale is an attempt to reinstate an orderly, consistent and competitive pay policy and is based upon the application of results of a salary survey conducted in June, 1981 and a formula which generates a linear progression of maximum salaries. It is not designed to indicate actual salary increases programmed for 1982. These actual increases will result from a general distribution of funds available and as the result of Collective Bargaining agreements arrived at and approved by Common Council.

SECTION 3. The following is a complete and true listing of all City positions by Department, Position Title and Labor Grade. It includes some positions created by the City and Approved by the Common Council subse-

quent to the 1981 Salary Ordinance; Proposed new positions resulting from reallocation of duties or consolidation of duties, and positions regraded in accordance with the City's Official Salary Policy and Position Evaluation System:

MAYOR'S OFFICE (610)

LABOR GRADETITLE

UC \$32,000

Mayor

17

Administrative Assistant

16

Executive Assistant

7

Executive Secretary

6

Receptionist A

CONTROLLER'S OFFICE (620)

LABOR GRADETITLE

19

Controller

17

Deputy Controller

15

Administrator, Fed. Funds

15

Internal Auditor

13

Financial Accountant

9

Barrett Law Accountant

8

Accountant/Bank Reconciliation

7

Bookkeeping-Data Entry

7

Executive Secretary

6

Accounting Clerk

UC \$20,000

City Council Attorney

UC \$8,000

Councilman

ECONOMIC DEVELOPMENT (630)

LABOR GRADETITLE

17

Director

15

Assistant Director

1	14	Development Services Specialist
2	14	Finance Specialist
3	14	Business Planning Specialist
4	5	Executive Secretary B

METRO HUMAN RELATIONS COMMISSION (640)

	<u>LABOR GRADE</u>	<u>TITLE</u>
7		
8	17	Executive Director
9	14	Depty Dir./Investigative
10	14	Deputy Dir./Administrative
11	14	Staff Attorney
12	10	Human Relations Representative
13	9	Intake/Investigator
14	6	Secretary A
15	5	Secretary B
16	3	Commission Clerk

CITY CLERK (650)

	<u>LABOR GRADE</u>	<u>TITLE</u>
17		
18		
19		
20	10	Chief Deputy City Clerk
21	6	Personnel Supervisor
22	5	Executive Secretary B
23	4	Secretary C
24	3	Clerk/Typist
25	3	Teller
26	UC \$23,000	City Clerk

BOARD OF WORKS (660)

	<u>LABOR GRADE</u>	<u>TITLE</u>
27		
28		
29		
30	19	Chairman
31	18	Member of Board
32	15	Administrative Assistant

1	13	Clerk to Board
2	6	Accounting Clerk
3	6	Executive Secretary A
4	5	Secretary B

PUBLIC AFFAIRS (675)

	<u>LABOR GRADE</u>	<u>TITLE</u>
8	16	Citizen's Advocate
9	13	Director/Citizen Participation
10	9	Administrative Assistant
11	7	Assistant Citizen Advocate
12	3	Clerk Typist

COMMUNITY DEVELOPMENT & PLANNING (680)

	<u>LABOR GRADE</u>	<u>TITLE</u>
16	18	Director Community Development
17	17	Director of Planning
18	16	Senior Planner
19	14	Associate Planner
20	13	Economist I
21	12	Assistant Planner
22	12	Land Use Administrator
23	12	Zoning Enforcement Administrator
24	10	Assistant Zoning Enforcement Officer
25	6	Secretary A
26	5	Secretary B

STREET ENGINEERING (690)

	<u>LABOR GRADE</u>	<u>TITLE</u>
30	16	Street Engineer
31	14	Project Engineer
32	13	Land Acquisition Agent
	6	Secretary A

BOARD OF PUBLIC SAFETY (700)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Coordinator of Public Safety
9	EEO & Affirmative Action Officer
UC \$7,000	Chairman, Board of Safety
UC \$4,200	Member of Board

POLICE CIVILIANS (709)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Legal Advisor
14	Chemist
13	Records Supervisor
10	Supt. Police Garage
9	Darkroom/Technician
9	Records Bureau Technician
8	Mechanic
5	Executive Secretary B
5	Mechanic's Helper
5	Secretary B
4	Clerk/Typist/Computer Input Technician

POLICE DEPARTMENT (710)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Chief of Police
15	Deputy Chief
13	Captain
12	Lieutenant
11	First Master Sergeant
11	Sergeant
10	Patrolman
10	Probationary Patrolman
3	Recruit

FIRE DEPARTMENT (730)

LABOR GRADETITLE

17	Fire Chief
15	Assistant Chief
13	District Chief
12	Platoon Captain
11	Captain
11	Lieutenant
10	Firefighter
10	Firefighter/Probationary

FIRE CIVILIANS (731)

LABOR GRADETITLE

8	Mechanic
6	Executive Secretary A
5	Mechanic's Helper
5	Secretary B
4	Secretary C/Receptionist

CIVIL DEFENSE (740)

LABOR GRADETITLE

14	Civil Defense Director
5	Executive Secretary B

WEIGHTS & MEASURES (750)

LABOR GRADETITLE

12	Inspector
6	Assistant Inspector
4	Receptionist - Secretary C

COMMUNICATIONS (760)

LABOR GRADETITLE

15	Director of Communications
13	Assistant Director
13	Supervisor of Dispatchers
13	Supervisor of Technicians
12	Technician I
11	Technician II
9	Dispatcher
9	Probationary Dispatcher
5	Executive Secretary B

E.M.S. (835)

LABOR GRADETITLE

14	Director
13	Assistant Director
10	Emergency Medical Technician/ALS
10	Shift Supervisor
8	Mechanic
9	Emergency Medical Technician/BLS
5	Secretary

AVIATION (840)

LABOR GRADETITLE

18	Airport Manager
13	Assistant Airport Manager, Operations
13	Assistant Manager/Office & Finance
13	Chief Crash Firefighter/Police
13	Senior Electrician
12	Captain Crash Firefighter/Police
12	Senior Mechanic
12	Senior Roads & Grounds Foreman

1	12	Superintendent, Water Plant
2	10	Assistant Roads & Grounds Foreman
3	10	Lieutenant Crash Firefighter/Police
4	9	Firefighter/Police Officer
5	8	Carpenter
6	8	Senior Equipment Operator
7	7	Chief Custodian
8	7	Executive Secretary
9	7	Senior Laborer
10	6	Equipment Operator
11	6	Secretary A
12	4	Junior Equipment Operator
13	4	Terminal Police
14	3	Custodian

TRAFFIC ENGINEERING (770)

	<u>LABOR GRADE</u>	<u>TITLE</u>
17		
18	16	Traffic Engineer
19	14	Assistant Traffic Engineer, Signal
20	14	Project Engineer
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26	10	Signal Apprentice
27	9	Data Processing Technician
28	7	Painter First Class
29	6	Secretary A
30	5	Secretary B
31	3	Clerk Typist
32		

DEPARTMENT OF LAW (790)

LABOR GRADETITLE

UC \$23,500	City Attorney
UC \$22,000	Special Counsel to Mayor
UC \$13,500	Associate City Attorney
7	Legal Secretary

HUMANE COMMISSION (810)

LABOR GRADETITLE

13	Executive Director
9	Special Humane Ofc/Dir of Operations
9	Complaint Officer
8	Animal Technician
8	Humane Officer
7	Utility Person/Bookkeeper
4	Animal Care Specialist
3	Clerk Dispatcher

PARK DEPARTMENT (850)

LABOR GRADETITLE

18	Director Parks & Recreation
16	Superintendent-Parks
16	Superintendent-Recreation
16	Zoo Director
15	Business Manager
13	Athletic Director
11	Director/Senior Citizen Center
11	Supervisor A
10	Director-Miner-Center/Arts
9	Grounds Equipment Operator
9	Supervisor C
9	Working Leader

1	9	Zoo Curator & Education Specialist
2	9	Office Manager
3	8	Carpenter-General Maintenance
4	8	Park Security Officer
5	8	Draftsperson
6	8	Electrician
7	8	Fleet Mechanic
8	8	Floriculturist/Horticulturist
9	8	Grounds Maintenance A
10	8	Heavy Equipment Operator
11	8	High Ranger Operator
12	8	Landscape Working Leader
13	8	Mason/Carpenter
14	8	Painter
15	8	Park Person A
16	8	Plumber
17	8	Small Motor Mechanic
18	8	Stockroom Keeper
19	8	Welder
20	8	Zoo Attendant
21	7	Construction/General Maintenance
22	7	Gardener
23	7	Painter B
24	7	Plumber B
25	7	Recreation Stock Person
26	7	Special Equipment Operator
27	7	Park Person B
28	6	Ball Diamond Person
29	6	Garbage Truck Operator
30	6	Grounds Equipment Operator
31	6	Recreation Instructor
32	6	Grounds Maintenance B

1	6	Relief Person
2	6	Tree Crew Helper
3	6	Park Person C
4	5	Gardener Helper
5	5	Park Helper
6	5	Secretary B/Bookkeeper
7	5	Tree Crew Helper

REDEVELOPMENT (870)

	<u>LABOR GRADE</u>	<u>TITLE</u>
11	18	Executive Director
12	17	Deputy Director
13	13	Administrative Aide/Relocation Specialist
14	11	Project Technician
15	7	Executive Secretary

PARKING ADMINISTRATION (891)

	<u>LABOR GRADE</u>	<u>TITLE</u>
18	13	Parking Administrator
19	9	Parking Control Ofc I
20	8	Parking Control Ofc II
21	8	Working Leader
22	5	Secretary B/Bookkeeper
23	4	Parking Control Ofc II
24	3	Utility Person
25	2	Attendant

SECTION 4. The following additions and modifications, developed through the Collective Bargaining Process, are hereby approved and thus modify the Basic Salary Ordinance:

a. Patrolmen in the Police Department, hired after January 1981, shall receive an annual base pay as follows:

(1) For the first year (365 days), the patrolmen's base pay shall be Eighty Percent (80%) of the base pay of a first class patrolman;

(2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;

(3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.

b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:

(1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.

(2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.

(3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then only upon obtaining a four year baccalaureate degree in law enforcement.

The maximum that any officer can receive under this section shall be the sum of nine hundred and 00/100 dollars (\$900) yearly bonus.

c. Any off-duty officer who is required to attend, by supoenā and does so attend court for a criminal matter or a civil matter related to his or her law enforcement duties shall receive, for each hour that he or she is required to be in court and actually is in court, one and one-half times his or her normal hourly rate computed on his or her base

1 annual rate only. In addition thereto, each off-duty
2 officer who is required to attend, by subpoena, and does so
3 attend court for a criminal or civil matter related to his
4 or her law enforcement duties, shall receive one hour of
5 straight time pay (computed on the annual base only) for
6 each such court appearance.

7 d. Each officer shall receive five hundred dollars (\$500) per
8 year as a uniform allowance.

9 e. Shift payments will be made to Police Officers as follows:

10 (1) Officers who were officers as of January 1, 1981, and
11 who are assigned to "B" shift or any shift beginning
12 between 12 noon and 3 p.m., shall have added to their
13 regular earnings seven hundred dollars (\$700) for such
14 pay period.

15 (2) Officers who were hired as of January 1, 1981, and
16 were assigned to "C" shift or any shift beginning
17 between 9 p.m. and 12 midnight, shall have added to
18 their regular determined earnings one thousand four
19 hundred dollars (\$1,400) annually for such time as
20 they regularly work such shift.

21 (3) Officers hired after January 1, 1981, shall not
22 receive the shift payments referred to above for the
23 first three years of their service.

24 e. Police Bonus and Incentive payments referred to in this
25 section or elsewhere are not to be construed in any manner
26 as additions to the base salary of any officer within the
27 meaning of Burns Indiana Statutes Annotated Section
28 48-6403. Only the actual base rate established by Collec-
29 tive Bargaining agreement and approved by the Common
30 Council for the First Class Patrolmen shall be included in
31 that rate.

32 f. A one thousand dollar (\$1,000) bonus will be given to each
commissioned employee of the Fort Wayne Fire Department who

has 25 years of service, unless it would be determined that such bonus constitutes a part of the base rate of Firefighter for Pension purposes.

h. Firefighters covered by Indiana Burns Statutes 37 and 77 who are permanent, paid employees wherever assigned to duty outside the Fire Department will receive a shift bonus of thirty-five cents per hour (35¢) for all hours worked on shifts beginning between 12 noon and 12 midnight.

i. Five hundred dollars (\$500) technical pay for the following Fire Classifications is also authorized:

- (1) No more than twenty (20) divers
- (2) Three (3) Signal Department Journeymen Electricians
- (3) Two (2) Certified E.M.T. Instructors

j. Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as the salaries do not exceed the table of maximum salaries authorized in Section 2, above.

k. Employees in classified and unclassified positions not included in any bargaining unit will receive a pay increase equivalent to those achieved through the Collective Bargaining process.

l. Police and Fire agreements achieved through Collective Bargaining will, in any event, as same relate to salaries, be submitted to Common Council for review and approval prior to implementation.

SECTION 5. From and after the first day of January 1982, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City of Fort Wayne, Indiana will be paid according to this, the above and the following provisions of this ordinance, subject to budgetary limitations or future changes or amendments enacted by the Common Council necessitated by Home Rule Legislation or otherwise.

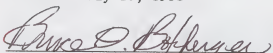
1 SECTION 6. That all Departments subject to this ordinance will
2 conform to the Official City Personnel Policies and Procedures relating to
3 hiring, pay, and other related practices, approved by the Mayor and admin-
4 istered by the City's Personnel Department.

5 SECTION 7. If any section, clause, sentence, paragraph or part or
6 provision of this ordinance be found invalid or void by a Court of compe-
7 tent jurisdiction, it shall be conclusively presumed that this ordinance
8 would have passed by the Common Council without such invalid section,
9 clause, paragraph, part or provision, and the remaining parts of the
10 ordinance will remain in effect.

11 SECTION 8. This ordinance shall be in full force and effect from and
12 after its passage and approval by the Mayor.

13
14
15 
16 COUNCILMAN

17 APPROVED AS TO FORM AND
18 LEGALITY July 10, 1981

19 
20 Bruce O. Boxberger, City Attorney
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Read the first time in full and on motion by V. Schmidt, seconded by Stier, and duly adopted, read the second time by title and referred to the Committee Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on 7-14-81, the 14 day of July, 1981, at 8 o'clock P. M., E.S.T.

DATE: 7-14-81

Charles W. Westerman
CHARLES W. WESTERMAN
CITY CLERK

Read the third time in full and on motion by V. Schmidt, seconded by Stier, and duly adopted, placed on its passage. PASSED (LOST) by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT	TO-WIT:
TOTAL VOTES	<u>7</u>	<u>2</u>			
BURNS	<u>X</u>				
EISBART	<u>X</u>				
GIAQUINTA	<u>X</u>				
NUCKOLS	<u>X</u>	<u>X</u>			
SCHMIDT, D.		<u>X</u>			
SCHMIDT, V.	<u>X</u>				
SCHOMBURG	<u>X</u>				
STIER	<u>X</u>				
TALARICO	<u>X</u>				

DATE: 7-30-81

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL) (APPROPRIATION) ORDINANCE (RESOLUTION) No. 1-178-81 on the 30th day of July, 1981.

ATTEST:

(SEAL)

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

John C. Nuckols
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 31st day of July, 1981, at the hour of 4:00 o'clock P. M., E.S.T.

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 3rd day of August 1981, at the hour of 11 o'clock A. M., E.S.T.

Winfield C. Moses, Jr.
WINFIELD C. MOSES, JR.
MAYOR

*Held
til July
July 27*

BILL NO. S-81-07-05 (as amended)

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN
ORDINANCE fixing the salaries of each and every appointed officer,
employee, deputy, assistant, departmental and institutional head
of the Civil City of Fort Wayne, Indiana for the year 1982

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE DO PASS.

VIVIAN G. SCHMIDT, CHAIRMAN

Vivian G. Schmidt

JAMES S. STIER, VICE CHAIRMAN

James S. Stier

MARK E. GIAQUINTA

Mark E. Giaquinta

PAUL M. BURNS

Paul M. Burns

ROY J. SCHOMBURG

Roy J. Schomburg

1	6	Relief Person
2	6	Tree Crew Helper
3	6	Park Person C
4	5	Gardener Helper
5	5	Park Helper
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7	5	Tree Crew Helper

REDEVELOPMENT (870)

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PARKING ADMINISTRATION (891)

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